



YACA News

Communicating with California Professionals in Corrections and Parole

March 2005

Vol. 1, Edition 2

Manuel A. Gonzalez, Jr. Memorial Fund Update

By **Michael Zulim**

CIM Victim Services Coordinator

I am happy to report the progress of Correctional Officer **Manuel A. Gonzalez, Jr. Memorial Account/Children's Fund**. Our efforts to date have raised approximately \$70,000. These monies have been received from a variety of sources, not only from California Institution for Men staff, but from numerous California Department of Corrections institutions, California Youth Authority and staff from other Youth and Adult Correctional Agency departments and boards, as well. In addition, we have received contributions from public and private organizations including Norfolk Virginia Sheriff's Department, San Francisco Police Officers Association, the Taser Foundation and Geo Group Inc. Individual donations have ranged from \$2 to \$6,500. Letters have been sent with checks and cash donations to CIM, as well as the Golden One Credit Union.

One letter containing two dollars appeared to be from a young child that just



Manuel A. Gonzalez, Jr.

Correctional Officer

In Memorium

Jan. 10, 2005

wanted to help. Private citizens gave a fundraiser involving Farmers Boys restaurant in the City of Chino where more than \$400 was collected from a donation box in January 2005. In addition, the food sale at the restaurant netted \$500, a percentage of the total food sales. Law enforcement agencies

from Northern and Southern California have also responded.

The family is overwhelmed with gratitude for our efforts and the support from the community. Donations will continue to be accepted at:

Bank of America

Manuel A. Gonzalez Children's Fund

9930 Orr & Day Road

Santa Fe Springs, CA 90607

**Attn: (Branch Manager) Abby Barraza
(562) 409-2308**

The memorial account at the Golden One Credit Union was closed March 1. The initial goal was to raise \$15,000, but as you can see that has been exceeded. Additionally, we are currently in the process of starting another fundraiser. We will continue providing information as the fundraiser is finalized.

We will continue to support the children of Correctional Officer Manuel A. Gonzalez, Jr. and to demonstrate that CIM, CDC and all of YACA, support our own.

Message from the Secretary

Success Includes Being Part of the Community

As we continue to move forward with our agency's organizational changes, I am committed to being as transparent as possible with what the future of the Youth and Adult Correctional Agency may bring. Each month, I will share information with you through the *YACA News* on the progress of our reform efforts.

On Jan. 27, 2005, Gov. **Arnold Schwarzenegger** submitted the reorganization plan to the Little Hoover Commission. The new design of the agency will consolidate the functions currently split between California Youth Authority, Department of Corrections, Board of Prison Terms, the Board of Corrections, Narcotic Addict Evaluation Authority, and Correctional Peace Officers Standards and Training. This change is essential to

integrating productivity improvements and best practices into line operations. The following divisions have already begun to restructure: the Office of Legislative Affairs, the Office of Public Affairs, the Office of Labor Relations, the Office of Legal Affairs, the Office of Internal Affairs, the Office of Fiscal Management, and the Office of Information Technology.

Many of you may still have questions and concerns as to how this change will directly affect you. Therefore, we have developed a toll free hotline for staff to direct their questions. The hotline **866-772-2703** will be answered during business hours, and messages may be recorded anytime. As an ongoing element of the newsletter, we



Roderick Q. Hickman

Secretary, YACA

will have a section dedicated to answering frequently asked questions. Some of the FAQs will also be posted monthly in this newsletter and on the YACA website at www.yaca.ca.gov. We ask that you continue to be flexible and patient as we move through this process.

(Please see Secretary, page two)

Governor Submits Plan to Reform Youth and Adult Correctional Agency to Legislature

On Feb. 22, 2005, Gov. **Arnold Schwarzenegger** submitted his plan to reorganize California's Youth and Adult Correctional Agency to the Legislature asking lawmakers to join his effort to reform the state's prison system. The plan, submitted to the Little Hoover Commission for review earlier this year, and approved by the commission on Feb. 23 is a comprehensive approach to reorganizing the corrections system. It is designed to establish clear lines of reporting, accountability, responsibility and performance assessment that will improve services, reduce the likelihood of repeat offenses, and protect public safety at less cost to the people of California.

"I am committed to reforming government, making it more responsive to the people it serves," said the governor. "Today I am calling upon the Legislature to partner with me in reforming our broken prison

system. I am confident that as this plan is implemented under Secretary **Roderick Q. Hickman's** leadership, California will once again establish a system that is a national model for corrections integrity, innovation and success."

The governor's plan transforms the Youth and Adult Correctional Agency into the Department of Corrections and Rehabilitation. It flattens the current organizational structure by connecting top managers to day-to-day program operations and increases accountability of all staff from the secretary to the correctional officer on-the-line.

"For too long, this agency and its departments have been paralyzed by lawsuits and the influence of the special interests," said Sec. Hickman. "This reorganization plan gives managers of California's correctional system the tools we need to move forward. If we don't change the structure of this agency and create

a new, more accountable and streamlined system, we will do little to improve public safety and continue to produce little return for the taxpayers' \$7 billion investment in our correctional programs."

Sec. Hickman added, "If neither house of the Legislature votes down the plan within 60 days, the reorganization becomes operational by law."

In early 2004, the governor created the California Performance Review to conduct a top to bottom review of California government.

Soon after, he created the Independent Review Panel for Corrections Reform within the CPR to specifically handle the issues confronting the corrections system.

In July 2004, the IRP concluded today's correctional system has little accountability, no uniformity and no transparency.

Secretary...(From page one)

As a step forward in achieving the goals laid out by the Strategic Plan, we recently held the initial community collaborative meeting on Jan. 25-26, 2005 at the Richard A. McGee Training Center in Galt. Representatives from approximately 140 community organizations that specialize in the areas of academic and vocational education, law enforcement, faith-based and substance abuse programs, as well as members of the agency's executive team, participated in the conference.

The meeting focused on building collaboration with community organizations that wish to accompany us on the journey of transformational change. The level of enthusiasm and commitment by participants was remarkable. Our collective openness in working through issues together and effectively communicating with one another represented a significant step for the development of the collaborative.

Our efforts were reinforced by keynote speaker **Frances Hesselbein**, chair of the Board of Governors of the Leader To Leader Institute (formerly the Drucker Foundation) and former chief executive of the Girl Scouts of America. Hesselbein delivered an

inspiring speech entitled *Collaboration: Leadership Imperatives for a Healthy Community* that truly registered with the audience. I was honored she chose to take part in this very significant milestone.

During the community collaborative meeting, many of the organizations completed and submitted a directory form. As a result, we will be creating a directory of community-based organizations that will include their contact information as well as the services they provide and the primary regions they serve. The directory will be available online by April 2005. Please be sure to check the YACA website at www.yaca.ca.gov.

In the upcoming months, we are planning to schedule additional community collaborative meetings on a regular basis with various organizations. The month of April is Crime Victims Month. (Please see *In the Victims' Corner* on page six for additional information.) I will also be visiting with our community partners and highlighting those visits in future editions of the *YACA News*.

Once again, I thank you for your professionalism, hard work, dedication and support as we continue to move forward toward reclaiming national leadership in corrections and rehabilitation.

DA Files Death Penalty Complaint in Gonzalez Murder

Shortly after the tragic stabbing death of Correctional Officer **Manuel Gonzalez, Jr.**, Secretary **Roderick Q. Hickman** asked the Board of Corrections to form a panel of national and state correctional experts to conduct an operational and incident review of the homicide.

"It is imperative that we learn all we can about this incident so that we can avoid a similar tragedy from ever happening again," said Sec. Hickman. "This independent review will provide the leadership of the agency and the Department of Corrections with objective, needed insight into this attack and the events leading up to it so those circumstances may be averted in the future."

Sec. Hickman asked the board to appoint New York State Department of Correctional Services Commissioner **Glenn S. Goord** as chair of the panel. YACA Assistant Secretary for Internal Affairs (A) **Joe McGrath**, San Diego Sheriff **William B. Kolender**, Brian Parry of the National Major Gang Task Force, and Los Angeles County Jail Commander **John L. Scott** were also appointed to the panel.

(Please see *Charges*, page six)

YACA News 2

Moving Fast Toward Reforming the CYA



Walter Allen III
Director
California Youth Authority

I want to take this opportunity to bring you up to date on a variety of topics and events that have recently occurred.

On Jan. 31, 2005, it was announced that the California Youth Authority and the Prison Law Office reached an historic agreement on a schedule to "put the juvenile justice system in this state on the road to reform by the end of the year and create a system that is rehabilitative and provides a therapeutic environment for the juvenile offenders committed by the courts."

This announcement generated much excitement as it reaffirmed to the prison advocates, the public, and the press that the CYA is committed to implementing a well-thought out remediation plan that incorporates many needed changes as identified by the Office of the Inspector

General, the Bureau of State Audits, the PLO, and our own expert reports.

For more than a year, remediation teams and experts have been hard at work devising, designing, and often redoing months of work to produce remediation plans that the experts and court, alike, will accept. I am exceptionally proud of staff for persevering to produce remediation plans that incorporate the overall vision of a therapeutic environment.

Under the conditions of the agreement, the CYA agreed to meet several deadlines for delivering various remedial plans to the court beginning on Feb. 4 and concluding on Nov. 30 of this year. The plans will address several areas, including medical care, educational services, mental health care, disability services, sex offender treatment, and ward safety and welfare (formerly General Corrections).

A Medical Care Interim Plan was finalized and filed on Feb. 4 and a Transition Team led by Dr. **Robert E. Morris**, a renowned pediatric specialist from the University of California, Los Angeles Medical Center, started the process of assessing needs in the areas of nursing, pharmacology, dentistry, psychiatry, psychology, records administration, budgets and other operational functions. The medical experts, special master and PLO counsel will review the final medical plan.

The Education Remedial Plan was filed on March 1 and the other plans will follow

shortly. The stipulation is available on the CYA website www.cya.ca.gov and intranet.

I have been very involved in developing a strategic plan for the CYA as part of the reorganization of the new Division of Youth Operations of the proposed Department of Corrections and Rehabilitation (formerly YACA). With the help of Chief Deputy Director **Silvia Huerta Garcia**, we have produced a plan that specifies the goals, mission, and values, as well as functions of the new Youth Operations.

This strategic plan, as well as the remedial plans, are road maps for the necessary reforms that must be made in the California Youth Authority. One of the key steps to implementing these reforms is the development of a classification system.

The interim classification system that will be online shortly will help eliminate some of the major problems that have plagued the Youth Authority for many years.

Such a system would be used to conduct an accurate intake risk and needs assessment, security assessments, valid parole risk, as well as assist the treatment team in tailoring medical, psychotherapy, educational, pharmacological and counseling services to the wards.

Many changes are occurring in the CYA--changes for the better. I welcome your comments and feedback.

Message from the Director of the Department of Corrections

Renewed Commitment to Community Partnerships



Jeanne S. Woodford
Director
California Department of
Corrections

I want to reemphasize some exciting changes that are taking place in Corrections. As you know, we have redefined our vision, our mission, and our values and established goals that will guide us in the next several years. Our mission is now to improve public safety through "evidence-based" crime reduction strategies. This is a significant change. We are now talking about reducing recidivism, reducing violence, and rehabilitating offenders. To use Gov. **Schwarzenegger's** phrase--"corrections should correct."

To help us accomplish this, we have identified as one strategic goal a specific commitment to community partnerships. We

are seeking new partnerships and developing meaningful programs and processes that promote a shared responsibility for community safety. We held two sessions last month with groups of community leaders asking them to help us identify ways to establish, maintain, and expand cooperative agreements with local law enforcement and community-based organizations, including victims organizations, with the goal of rehabilitating and reintegrating inmates and parolees into their communities safely and responsibly.

The high rate of failure for adult inmates after being released from prison must be
(Please see *Partnerships*, page seven)



Message from the Executive Director

Board of Corrections – Little Known Agency With a Big Job

The Board of Corrections, chaired by Youth and Adult Correctional Agency Secretary **Roderick Q. Hickman**, is probably one of the lesser-known agencies tucked under the umbrella of the agency. Unlike other YACA agencies that function primarily in the arena of state corrections, the BOC has historically worked almost

exclusively with local city and county correctional facilities (jails, juvenile halls and camps, and their administrators and staff), as well as program staff in local social service agencies serving adult and juvenile offenders.

BOC's role with local corrections falls into three primary categories:

Facility Standards and Inspections

Establishing operational and physical plant standards for local jails and juvenile halls, and inspecting these local facilities to ensure that they are operating in accordance with these standards.

Standards and Training

Establishing standards for the selection and training of local corrections staff and annually reviewing local records to ascertain each agency's progress in meeting these standards.

Corrections Planning and Programs

Designated as the state planning agency for federal Department of Justice, juvenile justice and delinquency prevention and intervention grant programs. It is

responsible for administering, distributing, and evaluating state and federal programs operated by state, local and tribal governments, and community-based organizations.

To put this work into context, these activities translate into inspecting 487 local jails and 138 juvenile facilities. This includes monitoring the training records of approximately 30,000 local corrections staff employed by 178 different local agencies; and administering more than \$125 million in juvenile justice grant funds for 377 programs.

Gov. **Arnold Schwarzenegger's** reorganization plan for YACA anticipates that the BOC will be conducting similar functions for state corrections.

The BOC's name will be changed to the Corrections Standards Authority under the reorganization.

BOC is looking forward to both these new responsibilities and also enhancing our increased partnership with staff in the new department.



Karen Stoll
Executive Director (A)
Board of Corrections

Message from the Chair of the Board of Prison Terms

Moving Forward After the Valdivia Decision

I would like to thank all of the staff at the Board of Prison Terms for your diligence, patience, and your resolve as we continue to transition to the Valdivia

revocation process, which resulted from the November 2003 court decision regarding the adult parole revocation process.

We would especially like to acknowledge the deputy commissioners, correctional counselors, and our field support staff for their proactive stance in identifying and working to resolve issues relative to this new process.

As of Jan. 1, 2005, the BPT must conduct all revocation hearings within 35 days of the placement of the parole hold. In addition, as of Jan. 1, 2005, all parolees being held pending a revocation hearing are assigned an attorney to represent them throughout the revocation process.

We continue to aggressively address the revocation backlog, and we anticipate the backlog will be cleared within the next several weeks. During this transition,

deputy commissioners will continue to conduct face-to-face screenings.

The enhanced Revocation Scheduling and Tracking System RSTS 3.0 has come on-line as of Feb. 1.

The thirteen statewide Decentralized Revocation Units were activated on Feb. 14. As we proceed in our hiring of support personnel to fill vacancies at these locations, we will continue to utilize borrowed California Department of Corrections staff in these capacities for an indefinite period of time.

We anticipate all current BPT vacancies, designated for the DRU sites, will be filled, trained, and deployed to the field on or around April 1. Furthermore, we anticipate moving into the probable cause phase of the Valdivia Permanent Injunction no later



Margarita E. Perez
Chair
Board of Prison Terms





RESEARCH MATTERS

Do Rehabilitation Programs *Really* Work? Show Me The Evidence

By **Joan Petersilia**

Professor

University of California, Irvine

A new day is dawning in California corrections. Secretary **Roderick Q. Hickman**, California Department of Corrections Director **Jeanne Woodford**, and California Youth Authority Director **Walter Allen III** have all signaled that their agencies will embrace rehabilitation as a core function—a sharp contrast from their predecessors' views. Gov. **Arnold Schwarzenegger** is fully supportive of these reforms, saying more than once that, “corrections should correct.”

But do rehabilitation programs really work? The answer is absolutely yes. There is strong scientific evidence that rehabilitation programs *do* work, for *some* people, in *some* settings. At the same time, programs that are poorly targeted, poorly designed, and poorly implemented do *not* work. Offenders are not a homogeneous group, and rehabilitation depends on recognizing their diversity in needs, risk, and amenability to treatment.

Let us not be naive. Rehabilitation programs are not for every prisoner and we should not waste money on those with no motivation to change. But we should provide every opportunity to assist those who wish to change.

Effective programs include therapeutic communities for drug addicts; substance abuse programs with aftercare for alcoholics and drug addicts; cognitive behavioral programs for sex offenders; and adult basic education, vocational education, and prison industries for the general prison population. Each of these programs has been shown to reduce the recidivism rate of participants

by 8 to 15 percent. Even with these relatively modest reductions in recidivism, these programs pay for themselves in terms of reducing future justice expenditures. Prisoners who participate in prison vocational education, for example, have a 15 percent lower likelihood of recidivism, and the programs cost about \$2,000 per participant, per year. Analysts estimate that such programs result in an average savings of \$12,000 per participant, down the line in criminal justice costs. Similar cost savings accrue for the other proven programs.

Reentry programs have produced similarly encouraging results: inmates who transition back home through halfway houses and day reporting centers have lower recidivism rates than those who are released directly to the community. Less than one percent of California prisoners transition back to communities through halfway houses or work release centers — compared to about 70 percent of inmates in New Jersey and about 50

percent in Ohio. These states' recidivism rates are also much lower than California's.

It is no longer justifiable to say that *nothing works*. There is strong scientific evidence to show that prison and parole programs can reduce recidivism. It is not easy and it is not inexpensive, but it *is* possible. It requires political leaders who are willing to think differently about prison and their role in prisoner reentry. We now have those leaders in place in California.

Those who say these programs are *soft on crime* are shortsighted. No one is more dangerous than a criminal who has no incentive to straighten himself out while in prison and who returns to society without a structured release plan. As ironic as it may seem, it is in the interests of public safety that rehabilitation programs should be

supported. Good rehabilitation and reentry programs translate into “going home to stay” and that is something all Californians benefit from.

For more information on *what works* in rehabilitation, see *When Prisoners Come Home: Parole and Prisoner Reentry*, by Joan Petersilia, (Oxford University Press 2003) available at Amazon.com.

Joan Petersilia, Ph.D., is a professor of criminology at the University of California, Irvine. Prior to that, she was director of Criminal Justice at the RAND Corporation. She is working with YACA to bring about prison and parole reform.



Joan Petersilia, Ph.D.
Professor of Criminology
U.C. Irvine

YACA News

The Electronic Edition

The *YACA News* is published monthly by the Youth and Adult Correctional Agency Office of Public Affairs, Sacramento, CA.

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In the Victims' Corner

By **Sharon English**

Victims Issues Advisor, YACA

Welcome to *In the Victims' Corner*, a place where you can get up to date information on our efforts to provide services and assistance to the victims of offenders.

First, related to the proposed reorganization, we have submitted a draft work plan that would combine the services now provided by the California Youth Authority, California Department of Corrections, Board of Prison Terms, and Youth Authority Board, into a new Office for Crime Victims and Survivors. OCVS will be headed by an assistant secretary as recommended in the Independent Review Panel report. For the first time, California will have someone with direct agency access that will have equal status with the other operations. When approved, the OCVS will divide its responsibilities into two divisions, one entitled Offender Responsibility, and the other entitled Direct Victims Services.

This plan will be described in more detail in later editions. For now, we think the combining of forces will help to better serve victims and survivors directly in the areas of notification, accompaniment of victims to parole hearings, referral, and in requesting special conditions of parole related to no contact and restitution.

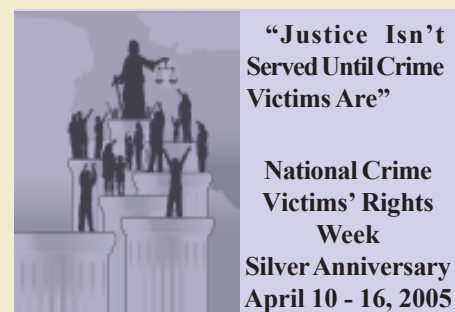
The Offender Responsibility section will focus on restitution and other court orders, developing additional victim awareness programming for offenders, and other accountability areas. OCVS will also give major attention to training staff on victims issues, exploring how best to assist staff who are victimized on or off the job, and will continue to work in partnership with county, community-based, and national organizations.

We think this new plan will further help our work by assisting with accompaniment, networking with service providers in those counties, and providing a contact person for airing concerns.

2005 will see the new office convening a series of at least 10 regional focus groups hosted by victims' groups in both urban and rural areas. The purpose of the local

meetings is to let the "hands on" people helping victims learn what is going on, and to hear their concerns with the corrections and juvenile justice system.

Also, remember that April 10-16 is the 25th Silver Anniversary of Crime Victims Rights Week. National Crime Victims Rights Week was established by President **Ronald Reagan** and this year's commemoration is dedicated to his leadership in the crime victims field. Although he established the recognition week, he was unable to attend the first event held in Washington, DC. The reason? He was in the hospital recuperating from the attempted assassination.



Charges...(From page two)

"The operational review, in conjunction with the Inspector General's review, will provide us the information we need to properly protect the officers who work the line every day," said Sec. Hickman.

The criminal prosecution of the inmate who killed Officer Gonzalez is moving along quickly with the recent filing of death penalty charges by the San Bernardino County District Attorney's Office.

On Feb. 18, District Attorney **Michael Ramos** filed a criminal complaint seeking the death penalty for inmate **Jon Christopher Blaylock** for the murder of Gonzalez.

Gonzalez was stabbed to death on Jan. 10, 2005 while performing his duties as a correctional peace officer at California Institution for Men in Chino.

"This office never makes death penalty decisions without a great deal of careful thought and consideration," Ramos said.

The case brought against Blaylock includes one count of first-degree murder and one count of assault by a life prisoner.

According to Ramos, the defendant was serving a life sentence in prison at the time of the murder and was previously convicted of serious or violent felonies including attempted murder and three separate robbery convictions.

"Due to the extremely serious nature of this case and the defendant's prior violent felony record, the office has decided to seek the death penalty," he added.

YACA News will continue to provide updates on this case as information becomes available.

BPT...(From page four)

than April 1, some 90 days ahead of schedule.

We appreciate your feedback. It is through open lines of communication between management and staff that we, as a team, will address those issues that impact our field staff and our ability to collectively carry out our responsibilities as the paroling authority for the State of California.

Where to go for...

Answers to questions relating to reorganization, call the recently established **Hotline** at:

866 - 772-2703

The phones will be answered during regular working hours and anyone may leave a recorded message at anytime.

Write a story, take a pic...

An e-mail address has been established to facilitate submission of articles and photos for publication in the *YACA News*.

agencynews@corr.ca.gov

All staff are encouraged to submit articles about staff and/or programs at your facilities or parole offices that may be of interest to others in the corrections family.

PIA Opens New Showroom and Conference Center in Sacramento



By **Frank Losco**
Chief, Public Affairs
Prison Industry Authority

In January, the Prison Industry Authority opened its new Showroom and Conference Center at 1901 Broadway in Sacramento.

The facility showcases PIA's products and services and includes offices for its sales staff.

The facility also has two large conference rooms that are available, at no charge, to PIA customers. These meeting facilities can accommodate up to 85 persons. Parking is free at the showroom, which is located on the southeast corner of 19th and X Streets in Sacramento.



The entrance to the building and parking is accessible from X Street (there is no access from Broadway). It is conveniently located close to Sacramento's Light Rail station on Broadway and has easy freeway access. Reservations for the conference rooms can be made by contacting the PIA Sales Office at (916) 323-6194.



Attention Golfers, First Call!

42nd Annual Skip Ottoson Golf Classic
May 14 - 15, 2005
Paso Robles Golf Club
Paso Robles, CA

The tournament is scheduled on the same weekend as the Paso Robles Wine Festival, so organizers stress that it is important to make hotel reservations early.

Registration packets will be in the mail in April. For more information, please contact **Terri Willis** at (805) 238-4040, ext. 2521.

The tournament was named posthumously for the highly respected California Youth Authority superintendent that helped organize it. Golfers from the CYA, California Department of Corrections and other law enforcement agencies have participated in the Ottoson for years.

Funds generated by the event go toward a variety of charities in the Paso Robles area, including assisting staff families in emergencies.

Partnerships...*(From page three)*

addressed. Forty-three percent are likely to be back in prison within one year of their release, and more than 60 percent will be back within three years. This is three in every five offenders, and it speaks to a system that has failed in its responsibility to rehabilitate these offenders.

So many lives are affected by crime, and I'm often asked, *Do these offenders take responsibility for their crimes?* Many of them never face their victims, never realize the loss and the pain of their actions that tear at the fabric of the many lives that are hurt or ruined by crime.

Hearing from a victim and listening to their stories is the closest these offenders will get to understanding their role in the lives of victims. It is the closest they will come to feeling any empathy for others and an understanding of their own abuses.

How can we begin to rehabilitate offenders who will someday be our neighbors without awakening in them the compassion for their victims and society as a whole? We need the support, guidance

and commitment of our community partners.

We are also taking steps to make our prisons safer for staff and inmates. Our prison reform is designed to address gang violence, raise the standard of expected conduct for inmates, and hold inmates accountable to meet those standards. Elements of the program redesign include strategies for programming inmates from reception to release.

This is an exciting time to be involved with Corrections. We have an agency secretary with vision and a governor who believes "corrections must correct." I also know that what happens to an offender while he or she is incarcerated impacts public safety. We must, and we will, do a better job of addressing the problems of those offenders who will return to our communities.

I look forward to continuing working with all of you and partnering with law enforcement, crime victims and community groups to make our prisons and our communities safer for all of us.